### Michigan Women's Commission

# 2004 ANUAL ALPOAT

Improving the quality of life for Michigan women

Jennifer M. Granholm, Governor

Linda V. Parker, Director, Department of Civil Rights

Emma Bell, Chair

Gloria Woods, Vice Chair

Judy Karandjeff, Executive Director

### THICHTICALLY OF N. S. MOWEN'S THISTORY LIWETINE

- 1848 Seneca Falls Convention (the first Women's Rights Convention) drafted the "Declaration of Sentiments," often termed the beginning of the US women's movement.
- 1851 Sojourner Truth of Battle Creek delivers her famous "Ain't I A Woman" speech in Akron, Ohio.
- 1855 The first college for Michigan women, the Michigan Female College, is founded in Lansing by Abigail Rogers.
- 1867 Michigan grants women taxpayers the right to vote for school trustees but rejects total woman suffrage.
- 1869 Susan B. Anthony and Lucretia Mott found the National Woman Suffrage Association. Lucy Stone forms the American Woman Suffrage Association.

  They merge in 1889 to form the National American Woman Suffrage Association.
- 1870 Madelon Louisa Stockwell of Albion is the first woman admitted to the University of Michigan.
- 1871 Sarah Killgore Wertman is the first woman to practice law in Michigan.
- 1872 Victoria Claflin Woodbull is first woman to declares for the U.S. Presidency.
- 1878 "Anthony" Amendment introduced in Congress to give women the right to vote.
- 1904 Anna Howard Shaw of Big Rapids, the first woman ordained minister in the Methodist Protestant Church, was elected president of the National American Woman Suffrage Association.
- 1911 Harriet Quimby of Branch County is the first woman in the US to receive a certified pilot's license.
- 1916 Margaret Sanger opens 1st US birth control clinic in Brooklyn, New York.
- 1918 Michigan voters approve a state constitutional amendment to grant women the full right to vote.
- 1920 Women's Right to Vote amendment is ratified by last state, and made law. "The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex."
- 1921 Eva McCall Hamilton of Grand Rapids is the first woman to serve in the Michigan Senate.
- 1923 Alice Paul drafted the Equal Rights Amendment, which is introduced in the U. S. Congress, "Men and women shall have equal rights throughout the United States and every place subject to its jurisdiction."
- 1925 Cora Reynolds Anderson of L'Anse is the first woman elected to the Michigan House of Representatives.
- 1925-2 wives of former Governors become the first woman Governors of Wyoming and Texas.
- 1932 Hattie Wyatt Caraway of Arkansas is appointed U.S. Senator and elected in 1933.
- 1936 Emma Schaub of Leelanau County is the first woman to be elected and serve as a county prosecutor in Michigan.
- 1950 Ruth Thompson of Muskegon is the first Michigan women elected to the U.S. Congress.
- 1955 Rosa Parks is arrested in Montgomery, Alabama for refusing to give up her seat on a bus to a white man.
- 1961 President John Kennedy establishes the Presidents' Commission on the Status of Women.
- 1963 Federal Equal Pay Act enacted.

(Continued on inside back cover)

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JENNIFER M. GRANHOLM GOVERNOR

MICHIGAN WOMEN'S COMMISSION Lansing

JUDY KARANDJEFF EXECUTIVE DIRECTOR

The Honorable Jennifer Granholm State of Michigan Lansing, Michigan 48909

January 5, 2005

Dear Governor Granholm:

We are pleased to submit to you the 2004 Annual Report of the Michigan Women's Commission highlighting the commission's achievements in the calendar year of January 1, 2004 to December 31, 2004.

According to the 2002 census, there were 10,050,446 people in Michigan, with 50.9 percent being females. The median age for men in Michigan in 2002 was 35.0, for women 37.3. This is quite an increase from 1980, when the median age was 29.8 for women and 27.8 for men. 75.4 percent of Michigan women reside in urban areas and 24.6 percent of Michigan women live in rural areas. Over 58 percent of Michigan women participate in the labor force with median annual earnings of \$30,700. 20.2 percent of Michigan women have completed four or more years of college.

During 2004, the Michigan Women's Commission worked to accomplish our statutory goals. In so doing, we helped to improve the quality of life for Michigan women by:

- 1. Increasing the networking opportunities of women;
- 2. Improving the health and safety of Michigan women,
- Increasing the public profile and identity of the Michigan Women's Commission as a resource for 3. women, and:
- 4. Hearing from Michigan women about their concerns and priorities.

The Commission's actions were guided by Public Act 1 of 1968.

On behalf of the Commissioners and staff, we express our appreciation for your commitment to improving the quality of life for Michigan women. We would also like to recognize the support of many state agencies, the Legislature, the partnership of numerous community organizations, and the assistance of the media in furthering the mission of the Michigan Women's Commission. We look forward to continuing our work in 2005.

Sincerely,

Emma Bell

Chair Vice Chair Judy Karandjeff Executive Director

Printed by members of:

Gloria Woods

Gnema Bell

### MISSION:

The Michigan Women's Commission works to improve the quality of life for Michigan women.

### VISION:

Women creating leadership and partnership for change on issues that matter.

### (OMMISSION HISTORY:

In 1961, President John F. Kennedy established the President's Commission on the Status of Women. Eleanor Roosevelt served as chair of this historic commission. Similarly, in Michigan, Governors Swainson and Romney created and supported governors' commissions on the status of women in the early 1960's. In 1968, the Michigan Legislature enacted Public Act 1, statutorily creating the Michigan Women's Commission as an on-going body.

During its 36-year history, the Commission has worked on the following issues of concern to Michigan women:

- Child care
- Child support
- Domestic violence
- Economic independence
- Education
- Elder care/abuse
- Employment
- Equality
- GHB, club and rape drugs
- Health care
- Older women's issues

- Pay equity
- Personal protection orders
- Personal safety
- Pregnancy and prenatal care
- Recognition of women's accomplishments and contributions
- Self esteem
- · Sexual assault
- Stalking
- Substance abuse/treatment of women
- Women and technology

# (OMMISSION STAUCTUAE:

The Michigan Women's Commission was established by Public Act 1 of 1968. It consists of 15 members broadly representative of numerous fields of interest to women. The Governor, with the advice and consent of the Senate, appoints 15 members to the Commission for terms of three years. The Governor also designates a chair and a vice chair from members of the Commission. The directors of the following state departments, or their representatives, are ex officio members of the Commission: Civil Service, Labor and Economic Growth, Education, and the Family Independence Agency. In addition to the 15 voting members, and four ex officio members, liaisons from other state departments and from the Governor's office are appointed by their respective department heads. The participating state agencies include the Department of Agriculture, Office of the Attorney General, Department of Civil Rights, Department of Community Health, Office of Services to the Aging, Department of Corrections, Department of Environmental Quality, Department of Labor and Economic Growth, Department of Management and Budget, Michigan Economic Development Corporation, Michigan State Police, Department of Natural Resources, Department of State, and Department of Treasury. The Governor also appoints the Executive Director of the Michigan Women's Commission.

### **POWERS AND DUTIES**

As prescribed in Public Act 1 of 1968, the Commission shall:

- 1. Stimulate and encourage throughout the state the study and review of the status of women;
- 2. Strengthen home life by directing attention to critical problems confronting women as wives, mothers, homemakers and workers;
- Recommend methods of overcoming discrimination against women in public and private employment and civil and political rights;

- 4. Promote more effective methods of enabling women to develop their skills, continue their education, and to be retrained;
- 5. Make surveys and appoint advisory committees in the fields of, but not limited to, education, social services, labor laws and employment policies, law enforcement, health, new and expanded services, legal rights, family relations and volunteer services; and
- 6. Secure appropriate recognition of women's accomplishments and contributions to this state.

### **FUNDING**

The Commission may accept federal funds granted by Congress or Executive Order for all or any of the purposes of this act as well as private gifts and donations from individuals, private organizations, or foundations, provided that the acceptance of federal funds commits no state funds and places no obligation upon the legislature to continue the purposes for which the funds are made available.

# COOPERATION OF EXECUTIVE DEPARTMENTS AND AGENCIES

The Commission shall have the full cooperation of all executive departments and agencies of the state in the performance of its duties.

### ANNUAL REPORTS AND RECOMMENDATIONS

The Commission shall submit an annual report to the Governor including recommendations based on its studies.

### RULES AND RECOMMENDATIONS

The Commission shall have no authority to promulgate rules and regulations.

### LAWS AND EXECUTIVE ORDER

In 1991, Governor John Engler issued Executive Order 1991-29. The Executive Order moved by a Type 1 transfer the Michigan Women's Commission from the Department of Management and Budget to the Michigan Department of Civil Rights. In the Executive Order it states that (1) all the statutory authority, powers, duties, functions and responsibilities of the Michigan Women's Commission are transferred to the Director of the Department of Civil Rights and (2) the Director of the Department of Civil Rights shall administer the assigned functions so as to promote efficient administration.

The Michigan Women's Commission is a Type I agency. According to PA 380 of 1965:

Sec. 3.

(a) Under this act, a type I transfer means the transferring intact of an existing department, board, commission or agency to a principal department established by this act. When any board, commission, or other agency is transferred to a principal department under a type I transfer, that board, commission or agency shall be administered under the supervision of that principal department. Any board, commission or other agency granted a type I transfer shall exercise its prescribed statutory powers, duties and functions of rule-making, licensing and registration including the prescription of rules, rates, regulations and standards, and adjudication independently of the head of the department. Under a type I transfer all budgeting, procurement and related management functions of any transferred board, agency or commission shall be performed under the direction and supervision of the head of the principal department.

There are also Attorney General Opinions, #4479 of 1966 and # 5329 of 1978, which further discuss this act.

#### EXPENDITURES FOR MICHIGAN WOMEN'S COMMISSION

October 1, 2003 – September 30, 2004

Budgeted Items	2004 Budget	Actual Expenses
Salaries/Fringes	\$187,049	\$174,013*
Operating Expenses	\$61,466	\$30,563**
Travel	\$12,255	\$6,459
Computer Services	\$1,763	\$1,920
Rent	\$53,790	\$53,807
4% Executive Order Reduction	n (\$12,653)	
Total	\$303,670	\$266,893

Note: Salaries & fringes does not include Administrative Support costs.

<sup>\*</sup> Two full-time staff and intern position

<sup>\*\*</sup> Includes \$14,324 for mailing/postage, and \$11,478 for printing



Emma Bell

Pat Hardy



Gloria Woods



Gail Glezen



Maria Laдas Hoops



Sally Shaheen Joseph



Patricia Lowrie



Emily Stoддагд Malloy



Alexan∂ra Matish



Anne Norlander



Brenдa Jones Quick



Denise Radtke



Јиду Rosenberg



Cheryl Sugerman



Joyce Watts

### **SAJHOISSIMMO**

Emma Bell, Chair - Detroit
Gloria Woods, Vice Chair - Bay City
Gail Glezen - Sault Ste. Marie
Patricia Hardy - Bloomfield Hills
Maria Ladas Hoopes - Muskegon
Sally Shaheen Joseph - Flint
Patricia Lowrie - Okemos
Emily Malloy - Haslett
Alexandra Matish - Ann Arbor
Anne Norlander - Battle Creek
Brenda Jones Quick - Traverse City
Denise Radtke - Plymouth
Judy Rosenberg - Birmingham
Cheryl Sugerman - Ann Arbor
Joyce Watts - Allegan

### fx Ottl(IO WfWbfb)

Deanna Hopkins - Department of Civil Service Norene Lind - Department of Labor & Economic Growth

Jocelyn Vanda - Family Independence Agency Roberta Stanley - Department of Education

### LIAISONS

Sophie Baker - Department of Civil Rights
Maxine Berman - Office of the Governor
Patty Cantu - Department of Labor & Econor

Patty Cantu - Department of Labor & Economic Growth

Alethia Carr - Department of Community Health Karen Carroll - Office of Services to the Aging Beth Emmitt - Department of State Cynthia Faulhaber - Department of Treasury Sergeant Michele Hernandez - Michigan State

Bridget Medina - Department of Management & Budget

Police

Patricia Spitzley - Department of Environmental Quality

Heidi Washington - Department of Corrections Christine White - Department of Agriculture

### **TTTT**

Judy Karandjeff - Executive Director Elizabeth Thompson - Program Specialist

### APPOINTMENTS IN 2004

Governor Jennifer M. Granholm announced the following appointments and reappointments to the Michigan Women's Commission on September 3, 2004.

Ms. Gail J. Glezen of Sault Ste. Marie, assistant housing director of Bay Mills Indian Community Housing Authority. Ms. Glezen is appointed for a term expiring July 15, 2007. She succeeded Judith Schwalbach whose term expired.

Ms. Patricia M. Lowrie of Okemos, director of the Women's Resource Center at Michigan State University. Ms. Lowrie is appointed for a term expiring July 15, 2007. She succeeded G. Kaye Grubba whose term expired.

Ms. Alexandra S. Matish of Ann Arbor, assistant general counsel at Wayne State University. Ms. Matish is appointed for a term expiring July 15, 2007. She succeeded Judi Clark whose term expired.

Ms. Emily Stoddard Malloy of Haslett, editorin-chief for The Red Cedar Log at Michigan State University. Ms. Malloy is appointed for a term expiring July 15, 2006. She succeeded Karen Williams who resigned.

Ms. Sally Shaheen Joseph of Flint, attorney in private practice. Ms. Shaheen Joseph is reappointed for a term expiring July 15, 2007.

Ms. Cheryl B. Sugerman of Ann Arbor, teacher and middle school coordinator for Beth Israel Congregation. Ms. Sugerman is reappointed for a term expiring July 15, 2007.

### SHAJTHI

The Michigan Women's Commission was fortunate to have two interns during 2004. We thank them for their hard work and the dedication they have provided.

Emily Stoddard – Michigan State University Lillian Davidson – The University of Michigan

## COMMISSION COALS AND

Since May 2003, the Michigan Women's Commission (MWC) has been gathering information on issues of concern to women in Michigan to establish and drive our women-led agenda to improve the quality of life for Michigan's women. We held a networking meeting and hearing of 100 organizations in September 2003, and we conducted a survey on women's issues through our statewide newsletter and through women's organizations. We held three public hearings in Detroit, Grand Rapids and Lansing in 2004, and we participated in the *Status of Women in Michigan* report issued in 2004 by the Institute of Women Policy Research and funded by the Nokomis Foundation. See a summary of Michigan's status at the end of our report.

The Michigan Women's Commission met four times in 2004:

March 10, Lansing June 9, Detroit September 8, Grand Rapids December 8, Lansing

In 2002, the Michigan Women's Commission implemented a three-year strategic plan. The strategic plan identified a mission statement and operational structure which provided a framework for the accomplishment of the goals of the Commission. The four goals identified in the plan are as follows:

- 1) to increase economic independence of women,
- 2) to improve health and safety of women,
- 3) to prevent discrimination against women, and
- 4) to increase the public profile and identity of the Michigan Women's Commission as a resource for Michigan women.

Objectives and strategies for meeting the four goals are detailed in the three-year strategic plan. The Michigan Women's Commission, with its 15 members appointed by the Governor and ex officio members or liaisons from 18 state departments, has established seven task forces. The task forces are: affirmative action, domestic violence, gender equity/education,

pay equity/economic development, unintended pregnancy, senior women and substance abuse to carry out its goals and objectives.

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### 1. Affirmative Action Task Force:

### Background:

Affirmative action remedies past discrimination, fights present-day discrimination, and promotes diversity in our society. The U.S. Supreme Court agrees affirmative action is necessary, because "in order to cultivate a set of leaders with legitimacy in the eyes of the citizenry, it is necessary that the path to leadership be visibly open to talented and qualified individuals of every race and ethnicity" (Supreme Court majority opinion in Grutter v. Bollinger, 2003).

According to *The Status of Women in Michigan*, disparities in opportunities continue to persist. White women mean annual earnings was \$30,999, African American \$30,900, Hispanic women \$26,500, Asian American \$35,300, Native American \$26,000 and other representing two or more groups \$27,600. Additionally, educational attainment varies by race. In Michigan, Asian American women had the highest rates of college education and Native American women the lowest rate.

#### Strategy:

MWC voted to support the concept of affirmative action. The members are actively working to educate women about the importance of affirmative action programs. To that end, MWC is helping to sponsor the "Michigan Women's Summit 2005: The Challenge to Equity" event that will be held at four locations and teleconferenced around the state on Friday, March 11, 2005.

In addition, Commissioners Woods, Rosenberg, and Sugerman participated in statewide media campaigns to explain the importance of the affirmative action programs to women.

At the public hearings, MWC was urged to support affirmative action programs.

Task Force Members: Commissioners Woods (Chair), Bell, Matish, Rosenberg, Sugerman and Watts.

### 2. Pay Equity/Economic Development Task Force:

#### Background:

Pay equity has been the most highlighted issue for women in Michigan.

Michigan ranks 49th – tied with Alabama – on pay equity, the ratio of women's to men's earnings for full-time, year-round work. Nationally, women's median annual earnings in 2002 for full-time, year-round employed women were \$30,100, only 76.2 percent of what men earn. Women in Michigan make 66.7 cents for every dollar their male counterparts earn - the second biggest gap in the country. The median annual earning for full-time, year round workers in Michigan was \$30,900 for women and \$46,400 for men.

In 2002, nationally, the proportion of women aged 16 and over in poverty was 12.1 percent, and 8.7 percent for men.

Improvements can be achieved by these actions:

- Federal, state and local governments can strengthen their enforcement of equal opportunity laws.
- Businesses can regularly evaluate their wage and promotion practices to ensure that men and women of all races and ethnicities are fairly compensated for their work.
- Employers can actively recruit women into predominantly male jobs.
- Federal, state and local governments can improve educational and job training opportunities for women.
- We can all encourage educational attainment for all women.

### Strategy:

MWC has formally voted to support the pay equity legislation introduced in the House and Senate last session. The legislation goes further than the laws for equal pay for equal work by addressing the issue of women and men performing work of equal skill, effort and responsibility and being paid equally. Michigan already has a law requiring equal pay for equal work.

MWC has published a brochure on pay equity to help women learn more about the issue. We also have worked with the Department of Civil Rights to prepare a new brochure on women's rights in the workplace. Other issues that have been highlighted at the public hearings include the need for affordable child care and raising the minimum wage.

Task Force Members: Ex Officio Lind (Chair), Commissioners, Bell, Glezen, Hardy, Malloy, Quick, and Liaisons Medina and White.

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#### 3. Senior Women Task Force:

#### Background:

According to the National Council of Women's Organizations' Task Force on Women and Social Security 1999, many women are economically disadvantaged in their old age and are expected to continue to be. In 1999, 10.8 percent of women aged 50 and older were living in poverty, compared with 7.1 percent of men aged 50 and older in the United States. In Michigan, 9.8 percent of women and 6.4 percent of men aged 50 and older were living in poverty. Both rates were lower than national averages. In Michigan, women constitute 57.3 percent or 914,235 of those aged 60 and older.

### Strategy:

Judy serves on the Advisory Committee for the Office of Services to the Aging. In addition, the Office of Services to Aging is preparing for the Michigan White House Conference on Aging, to be held in June 2005, and MWC will present testimony about issues of concern.

Through the hearings, MWC has become aware of the need for portable pensions, the effect of pay inequity on social security and pensions and the need for more programs using a continuum of care permitting senior women to live in their own homes.

Task Force Members: Liaison Carroll (Chair), Commissioners Bell, Glezen, Lowrie, Radtke.

#### 4. Substance Abuse Task Force:

#### Background:

Women in Michigan engage in somewhat worse health habits than women nationally, according to *The Status of Women in Michigan*. The percent of Michigan women who engage in binge drinking (five or more alcoholic beverages at one time during the past month) is much higher than the median for all states

(9.9 and 7.0. respectively). In Michigan, 1,081,930 males and 528,585 females are in need for substance abuse treatment based on 2000 figures. The percent of Michigan adult women who smoke, 24.5 percent, is also higher than the median for all states, 21.3 percent.

#### Strategy:

The MWC Task Force met with Yvonne Blackmon, Director of the Office of Drug Control Policy, to learn her priorities. MWC has numerous brochures on drug abuse available for distribution.

At the hearings, MWC heard about the need for more funding and access to substance abuse treatment programs targeted to women.

Task Force Members: Commissioners Hoopes (Chair), Bell, and Liaisons Hernandez and Washington

### 5. Unintended Pregnancy Task Force:

#### Background:

In 2000, 41.2 percent of pregnancies were unintended. Currently in Michigan, more than six of every ten babies born to families on Medicaid are unintended, compared to three in ten in families not on Medicaid. The cost of each birth (prenatal care, delivery, and first year child care) to Medicaid is approximately \$11,000, according to the Michigan Department of Community Health. The greatest number of unintended births are to women ages twenty to twenty-nine, 30,279 births of 71,989 in 2000 (42 percent).

#### **Strategy:**

The MWC Task Force prepared a paper on the status of unintended pregnancy. At this time, final recommendations for action have not been approved.

At the hearings, MWC was urged to support reproductive rights including adequate funding for family planning, access to abortion, comprehensive sexuality education, access to early prenatal care and contraceptive equity.

Task Force Members: Commissioners Rosenberg (Chair), Hardy, Quick and Liaisons Carr, Spitzley, Vanda, Washington.

#### 6. Domestic Violence:

### Background:

Only in the late 1970s was domestic violence acknowledged as a public policy concern, and MWC took an important lead on this issue. Michigan funds 45 domestic violence shelters for 83 counties. Most of the shelters are operated under local auspices with some state funding subsidy. In fiscal year 2002, 103,377 nights of shelter in the 45 Michigan domestic violence shelters were provided to adults as well as 129,264 nights of shelter for children. In fiscal year 2002, there were 5,000 denials at shelters due to full capacity. Domestic violence shelters provide both residential and non-residential services. In FY 2002, the number of unduplicated residential women served was 6,001. The number of unduplicated residential children served was 6,909. The number of unduplicated non-residential women served was 15,708. The number of unduplicated non-residential children served was 4,132. The average age of women coming to a shelter was 32 years old with an average of 2 children. According to the Michigan Uniform Crime Report, in 2002, 53,633 domestic violence offenses were reported.

In Michigan, 40 percent of women have experienced some form of sexual violence ranging from unwanted touching to forcible rape, since the age of 16. According to the Michigan Uniform Crime Report, in 2002, 5,438 rape offenses were committed in Michigan. In 30 percent of the cases, the offender was an acquaintance/friend or neighbor.

#### Strategy:

At our hearings, MWC heard from numerous organizations and individuals regarding the need for more work on domestic violence and sexual assault programs.

The first priority of the task force is to support continued funding and when possible an increase in state funding for the domestic violence shelters. The shelters have had no increase in 19 years.

The second priority is to discuss the issues of "failure to protect," child support and joint custody issues about which women are deeply concerned.

The third priority is to review past reports on domestic violence to determine what recommendations need further action.

Task Force Members: Commissioners Hardy (Chair), Bell, Joseph, Malloy, Norlander, Woods and Liaison Hernandez.

### GOAL III. PREVENT DISCRIMINATION AGAINST WOMEN

7. Gender Equity/Education Task Force:

### Background:

In Michigan, 83.3 percent of women age 18 and older have completed high school in 2000. This is a significant increase from 1980 when 70 percent completed high school and in 1970 when 54 percent completed high school.

In 2000, 6.3 percent of Michigan women age 18 or older had obtained graduate or professional degrees, 12.4 percent had bachelor's degrees, 7.2 percent had associate's degrees, 25.5 percent had some postsecondary education, 31.6 percent had graduated from high school or its equivalent. 16.6 percent of Michigan women, however, had not obtained a high school degree or its equivalent.

Women make up the majority of students in Michigan institutions. The enrollment data for 1999-2000 in Michigan public and private four-year colleges and universities and professional schools, according to the National Center for Education Statistics:

Female full and part-time undergraduate enrollment – 164,449 or 57 percent

Female full and part-time graduate and professional enrollment – 47,128 or percent

In the 2001 school year, Michigan women made up 94 percent of the paraprofessional personnel in the K-12 school system, 74 percent of the teaching personnel, and 48 percent of the school administrators. Women are a significant force in elementary and secondary school education, making up 76 percent of the total personnel. (CEPI-MEIS)

#### Strategy:

The MWC task force has worked with Roberta Stanley, Michigan Department of Education, and Patti Cantu, Michigan Department of Labor and Economic Growth, to host several statewide trainings for school personnel on Title IX of the 1972 Education Amendments.

MWC was asked to support the lawsuit filed in Grand Rapids to challenge the authority of the MI High School Athletic Association. To date no action has taken place. MWC heard numerous requests for changes in the Temporary Assistance for Needy Families (TANF) program in order to allow women more opportunities for education to meet their work requirements. The Lt. Governor's Commission on Higher Education & Economic Growth recommends "linking economically disadvantaged individuals to adult basic education, ESL (English as a Second Language), and occupational training and education focused on postsecondary degree completion for TANF recipients."

Task Force Members: Ex Officio Stanley (Chair), Commissioners Glezen, Matish, Sugerman, Lowrie, Malloy, Watts, and Liaisons Baker and Cantu.

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#### Strategy:

The MWC staff has been working to become a resource hub for women's organizations throughout the state. We have compiled a 2004 calendar of women's events on our web site. We maintain a web-based resource directory, providing information links in the key areas of employment, health, advocacy, families, money, education and voting. We have updated our web site with new information.

MWC held three public hearings in Detroit, Grand Rapids and Lansing to learn about priorities women wanted to have addressed. A summary by category follows.

MWC has developed a database of approximately 800 women's organizations around the state and have set up an email network to keep them informed. MWC has a quarterly newsletter that goes to approximately 13,000 people to highlight women's issues. In June 2005, the commission will host another public hearing in Traverse City.

MWC participated in the release and publicity of *The Status of Women in Michigan* report prepared by Institute of Women and Policy Research and paid for by the Nokomis Foundation, available on our web site. Judy served on the Michigan Advisory Committee.

MWC participated in the oversight and release of *The Status of Women in Michigan* report prepared by Institute of Women and Policy Research and paid for by the Nokomis Foundation, available on our web site.

MWC is also working with the James A. & Faith Knight Foundation in Ann Arbor to conduct "The Status of Women in Your County: A Community Research Tool" in all of Michigan's 83 counties. This would provide us comparable information on every county and allow us to compare counties with state and national studies in the areas of demographics, political participation, employment and earnings, social and economic autonomy, reproductive rights, and health and well-being.

MWC distributed more than 10,000 "Get Out the Vote Cards" to college campuses throughout Michigan urging women to exercise their right to vote

Commissioners and others attended the Michigan Women's Studies Association 21st Annual Awards Dinner and Induction Ceremony of the MI Women's Hall of Fame at which Governor Jennifer M. Granholm was inducted, as well as others.

MWC participated in Lorraine Beebe's birthday party in Kalamazoo. She was a former State Senator and sponsor of the legislation establishing the MI Women's Commission. She was also the first chair of the commission.

MWC participated in the Department of Labor and Economic Growth's award ceremony for students in secondary and community college programs that are in non-traditional programs.

The Office of Career and Technical Preparation and the MI Women's Commission gave a grant of \$2,190 to support the Michigan Women's Foundation web site to encourage middle school girls to explore high tech, math and science careers.

The Commissioners and staff gave speeches to numerous community organizations and professional groups.

MWC responded to hundreds of requests for information and pamphlets throughout the year. MWC created two new publications this year, "Starting a Business" and "Pay Equity" brochures. Information about MWC publications is available at www.michigan.gov/mdcr.

MWC tabled MWC materials at conferences.

MWC distributed the domestic violence mirror cling at the state parks throughout the state.

During Women's History Month, MWC highlighted websites containing information and activities for school-aged children and hosted an event for MDCR employees.

Commissioners, liaisons and staff attended the HBO premier of the movie "Iron-Jawed Angels," a movie about Alice Paul and the women's suffrage movement, sponsored by HBO and the League of Women Voters at Michigan State University.

## ATEUDITES AND THE MATERIAL AND THE MATER

Note: Numbers represent the order in which 63 people provided information at the three public hearings.

### **AFFIRMATIVE ACTION:**

### 2. Fern Ettinger - National Council of Jewish Women

Supported priority goals in the following areas: well-being and status of women, such as comprehensive family planning; welfare of children and families, such as allowing TANF funds to be used to provide education; affirmative action, such as legislation supporting equal opportunity; care of elderly, such as affordable prescription drugs; gun control, such as gun safety legislation; and separation of religion and state, such as opposing legislation involving charitable choice and faith-based initiatives.

### 19. Mark Murray – President of Grand Valley State University

Welcomed us to the Grand Valley State University campus. He noted that 60 percent of GVSU students are women, and there are a substantial number of women in leadership roles. He encouraged us to contact him regarding the studies conducted at GVSU to address pay equity issues. He noted the enormity of the challenge for students to find an occupation and a passion that matches the gifts they have. He looks forward to being a partner with us.

### 34. Trish Knight – Business and Professional Women of Michigan

Highlighted the importance of supporting affirmative action laws in Michigan and opposing attempts to destroy affirmative action laws in Michigan. Urged the MWC to promote affirmative action in the state.

### 42. Mary Finch – Ingham County Women's Commission

Supported the establishment of more county women's commissions to ensure access to reproductive planning for women, particularly low-income women; to advocate for equal pay for women; and to encourage efforts to keep affirmative action programs in Michigan.

### CHILDREN'S ISSUES

#### 1. Kary Moss - ACLU of Michigan

Recommended that MWC convene a working group that draws upon the treasures we have at universities across the state to work on recommendations addressing these issues: pension availability and security, pay equity, SB 124 and HB 4487, access to affordable health care and child care, job training, portable benefits, living wage ordinances, allowing those on welfare to count post secondary education as part of their work requirements and nurturing our post-secondary educational system, which is the only way to lift lowincome women out of poverty.

#### 3. Deena Policchio - Alternatives for Girls

Described Alternatives for Girls, an agency in southwest Michigan that provides opportunities to girls and women with high risk situations to seek out positive alternatives, including a shelter, outreach programs and prevention programs. Issues of concern to women in Detroit include: lack of skill development programs supported by government and schools in Detroit, low self esteem and lack of positive self-education, lack of health care resources, especially reproductive and mental health services, adverse impact of welfare reform, lack of child care and a persistent generation, social and economic divide among women arguing for change.

### Carolynn Rowland – Healthy Start, Detroit Health Department

Recommended increased attention be paid to the health and well-being of women, which is necessary to improve the quality of life in our communities. Addressed the following: (1) women of childbearing age must have access to comprehensive preventive health care, (2) families must have sufficient economic supports to meet basic needs and (3) community resources must match the level of community need.

### 15. Alexandra Matish – Coalition for Adoption Rights Equality

Stated that allowing two unmarried partners to adopt jointly would give a child two permanent legal parents and could decrease the number of children in temporary homes or facilities while saving the state money (Family Independence Agency 2003). Due to conflicting judicial interpretations of the Michigan Adoption Code, legal changes are needed, and MWC could support such changes. The change would state that "two unmarried individuals can adopt a child jointly, and an already existing legal parent can consent to another adult adopting her child without having to terminate her rights."

#### 39. Jennifer Shoub - YWCA of Kalamazoo

Focused on two issues: first, the cost of quality child care in Michigan. Stated that the average cost for childcare and before/after-school care is \$6,978 per child per year. However, the Michigan FIA childcare subsidy rate for low-income families has not increased in more than a decade. The high cost of childcare is a barrier to economic self-sufficiency.

Second: the impact of "failure to protect" reporting when domestic violence occurs in the home (see MCL722.623(3)(1)). The enforcement of "failure to protect" clause puts both the victim of domestic violence and her children at greater risk of harm.

### **COMMUNITY ISSUES**

#### 5. Arlene N Robinson - MI Girl Scouts

Would like the MWC to advocate on behalf of women and girls by giving their time as mentors or volunteers to girls and other women, opening doors to key networks that have the potential to help girls & women excel, providing resources and materials and by giving financial support to service organizations like the Girl Scouts of Metro Detroit, which empowers and encourages young women to pursue their full potential while overcoming challenges

through exposure to a multitude of activities. Girl Scouts offers a mentoring program.

### 10. Carolynn Rowland – Healthy Start,Detroit Health Department

Recommended that attention be paid to the health and well-being of women, which is necessary to improve the quality of life in our communities. Addressed the following: (1) women of childbearing age must have access to comprehensive preventive health care, (2) families must have sufficient economic supports to meet basic needs and (3) community resources must match the level of community need.

### 35. Sally Sayles – Women's Issues Volunteer Corps and Voices for Health Choices of Grand Valley State University

Described the Women's Issues Volunteer Corps, which links GVSU students with volunteer opportunities that improve the lives of women and girls in the surrounding community. Sally noted the importance of matching experiences and educational interests of students with projects in the community. She also described the program Voice for Healthy Choices, a student organization that educates students about women's health issues, such as reproductive rights, sexually transmitted infection prevention, contraceptive options and violence against women. The organization provides a forum for students to educate their peers and to make their voices heard through lobbying and other advocacy strategies.

### **DOMESTIC VIOLENCE:**

### 18. Carol Hogan – MI Conference, National Organization for Women

Focused on three items: ending discrimination against women in prescription benefits for contraception by supporting SB 470 and 471, focusing on civil and criminal solutions to better protect women from domestic violence and opposing mandated joint physical custody, and ending economic discrimination against women by supporting pay equity legislation (HB 4497 and SB 124).

### 32. Tom Cottrell - YWCA of Grand Rapids

Highlighted problems that a woman faces when she is choosing to leave a violent relationship and is faced with custody and visitation struggles with the father of her children, the person who is the domestic violence perpetrator. Urged MWC to assert that our government's policies, laws and practices should distinguish between fathers, and men who batter who fathered children. Stated that when contact between children and an assailant is granted in divorce proceedings, our community lacks an affordable structure that provides for the safe exchange of children, when there is the potential of harm to an ex-spouse.

### 36. Annie Finke and Ty Falk – Eyes Wide Open at Grand Valley State University

Described Eyes Wide Open, the GVSU sexual assault program that provides support for survivors as well as education and prevention initiatives for the larger campus community.

### 37. Sue Shattuck – Center for Women in Transition

Described the CWF program, which provides 24-hour crisis services to persons experiencing domestic violence and sexual assault. In addition, it offers women's support services, legal advocacy, child and adolescent services, and a variety of education and prevention programs. The number of calls and clients have increased dramatically. Urges the MWC to help with funding for the Sexual Assault Nurse Examiner (SANE) program and to support passage of HB 5838 that would earmark funding for the program.

#### 39. Jennifer Shoub - YWCA of Kalamazoo

Focused on two issues: first, the cost of quality child care in Michigan. Stated that the average cost for childcare and before/after-school care is \$6,978 per child per year. However, the Michigan FIA childcare subsidy rate for low-income families has not increased in more than a decade. The high cost of childcare is a barrier to economic self-sufficiency.

Second: the impact of "failure to protect" reporting when domestic violence occurs in the home (see MCL722.623(3)(1)). The enforcement of the "failure to protect" clause puts both the victim of domestic violence and her children at greater risk of harm.

#### 41. Debi Cain – Michigan Domestic Violence Prevention & Treatment Board

Supported the work being done by task forces of Michigan Women's Commission regarding harassment in divorce issues. Urged support and collaboration on legislative issues and child welfare issues.

#### 44. Wanda Lohmeier – individual

Presented information about controlling and abusive behavior towards woman and children in a divorce situation.

#### 47. Connie Zheng - individual

Stated she was a victim of domestic violence, had problems getting assistance from Legal Aid. She used services at MSU Safe Place. Also, needed help with son who was having problems in school.

### 48. Kathy Hagenian – Michigan Coalition Against Domestic and Sexual Violence

Supported increase in funding for domestic violence, as there has been no increase in basic grants funding on-going services in 19 years. Also, advocated for funding for sexual assault programs, particularly the Sexual Assault Nurse Examiner (SANE) program. The coalition is also supportive of working on custody issues.

### **EDUCATION**

### 1. Kary Moss - ACLU of Michigan

Recommended that MWC convene a working group that draws upon the treasures we have at universities across the state to work on recommendations addressing these issues: pension availability and security, pay equity, SB 124 and HB 4487, access to affordable health care and child care, job training, portable benefits, living wage ordinances, allowing those on welfare to count post secondary education as part of their work requirements and nurturing our post-secondary educational system, as education is the only way to lift low-income women out of poverty.

### 2. Fern Ettinger - National Council of Jewish Women

Supported priority goals in the following areas: well-being and status of women, such as comprehensive family planning; welfare of children and families, such as allowing TANF funds to be used to provide education; affirmative action, such as legislation supporting equal opportunity; care of elderly, such as affordable prescription drugs; gun control, such as gun safety legislation; and separation of religion and state, such as opposing legislation involving charitable choice and faith-based initiatives.

#### 3. Deena Policchio - Alternatives for Girls

Described Alternatives for Girls, an agency in southwest Michigan that provides opportunities to girls and women with high risk situations to seek out positive alternatives, including a shelter, outreach programs and prevention programs. Issues of concern to women in Detroit include: lack of skill development programs supported by government

and schools in Detroit, low self esteem and lack of positive self-education, lack of health care resources, especially reproductive and mental health services, adverse impact of welfare reform, lack of child care and a persistent generation, social and economic divide among women arguing for change.

### 6. Arlene Frank – Oakland Community College Women Center

Stated that women receiving TANF funding should be allowed to attend college without the current requirement that they work a full 40 hours per week to continue receiving assistance. The Michigan Women's Commission must focus on the lives of our girls and young women by providing resource information and materials for girls, parents, educators and community leaders, and by advising the Legislature on issues of importance to the lives of girls to help develop, enhance and maintain high self-esteem, appropriate boundaries, and positive images. The" Girls Matter" Conference is an event for young girls and women.

### 9. Tom Wilson - MI Gender Equity Team

Asked the MWC to help the MI Department of Education and the MI Department of Civil Rights to aggressively seek compliance by Michigan's local school districts and the Michigan High School Athletic Association to meet existing equal treatment and support criteria for students of each gender.

### 12. Dr. Stephanie Bulger – Wayne County Community College

Recommended that the State of Michigan help lowincome women in Detroit and throughout Wayne County through policies that give them access to computers, the Internet and technological training for distance education. Also look at Maine's "Parents as Scholars" program that allows parents to continue their college education and receive Temporary Assistance to Needy Families (TANF) benefits.

### 26. Diane Matson – Communities for Equity

Stated that she was a plaintiff in the class action lawsuit against the Michigan High School Athletic Association filed in December 2001. The court recently found that the MHSAA's current sports season alignment is a violation of Michigan's civil rights law, Title IX of the 1972 Education Amendments, and the Equal Protection clause of the 14th amendment. Urges MWC to support this case.

#### 27. Connie Engel – Communities for Equity

Highlighted the work done by CFE in Kent County. With the support of the Kent Intermediate School District, CFE brought in Kristen Galles, an attorney and national Title IX expert, to speak to superintendents and Title IX coordinators. Applied for and received a grant from the Michigan Women's Foundation in order to survey local school districts and will be publishing the information. School districts need to disclose current practices in the athletic programs of each high school. The Governor's office should oversee the provision of equitable athletic programs in public schools.

### 28. Valerie Wright – AAUW-Kalamazoo Branch

Stated that the American Association of University Women believes there is a need for increased support for, and access to, higher education for women. Asked that the MWC support and/or collaborate with an AAUW branch and a local college or university to hold a Transitions Conference that targets women returning to higher education to obtain or complete degrees. The conference would encourage women and address obstacles and challenges women face in returning to school.

### 43. Linda Minter – Women's Resource Center, Lansing Community College

Requested support of educational opportunities for women by working for more financial aid resources; encouraging non-traditional careers; helping to make affordable, quality child care available; and lobbying for more reasonable work rules for students on public assistance.

### 53. Peggy Kahn – Coalition for Independence Through Education

Recommended removing barriers to post-secondary education for low-income mothers. In its TANF rules, Michigan counts education as part of the forty-hour work requirement only under very limited circumstances: the last year of a 2-year or 4-year degree program, if approved by Work First agencies. Other states count hours spent in educational activity towards work requirements, without such limitations. Wanted the Women's Commission to encourage FIA, DLEG, and other state agencies to take measures to connect low-income parents to higher education opportunities and to endorse the pilot program, Parents as Scholars, which removes the restrictive TANF work requirements.

### 54. Elizabeth Homer – Michigan Conference, National Organization for Women, Education Task Force

Stated that Michigan's K-12 core curriculum, approved in 1995, does not include the role, contributions and history of women in the social studies standards. Proposed the standards could be changed, by executive order, to read as follows:

#### SOCIAL STUDIES STANDARD

The board of a school district shall provide a social studies curriculum and instructional program which will enable all students to understand the role in history of American women and their historic contributions to the growth and strength of our Nation.

### 55. Kimberli Cumming – The Women's Center of America

Stated that the Women's Center is dedicated to economic and emotional self-determination of women and girls, their partners and their families. This year the center received \$36,000 in displaced homemaker funding and is concerned this funding may be cut or eliminated. Encouraged support of the displaced homemakers program.

### 58. Laleah Fernandez - Parent Education Opportunity Coalition, MSU

Supported changes in higher education to assist women with children. Current welfare and departmental practices serve as barriers for post-secondary education. She recommends: implementing organizational changes at FIA to emphasize the importance of education; having one FIA expert/team work with clients involving education matters; developing methods that actively encourage universities to assist student parents, including formal position statements supporting student parents; and promoting affordable quality child care and other supportive services. She is concerned that the hours for legal aid services do not meet the needs of student parents.

### **EMPLOYMENT ISSUES**

### 1. Kary Moss – ACLU of Michigan

Recommended that MWC convene a working group that draws upon the treasures we have at universities across the state to work on recommendations addressing these issues: pension availability and security, pay equity, SB 124 and HB 4487, access

to affordable health care and child care, job training, portable benefits, living wage ordinances, allowing those on welfare to count post secondary education as part of their work requirements and nurturing our post-secondary educational system, as education is the only way to lift low-income women out of poverty.

### 4. Polly Howe – Michigan Pay Equity Network

Explained the network is a coalition of more than 75 women's labor, education and civil rights groups supporting passage of SB 124 and HB 4487 to provide pay equity to women in Michigan. In Michigan, the wage gap is 67cents. In fact, Michigan ranks 48th in terms of women's percentage of men's earnings. Without access to economic equality, there is no equality.

### 7. Trish Knight – Business & Professional Women

BPW supports pay equity and the passage of SB 124 and HB 4487. Recommends closing the pay gap by keeping affirmative action programs in place and having employers examine and correct their pay practices. Believes women must stand up for equal pay and for themselves, as well as through legislation such as the Paycheck Fairness Act and the Fair Pay Act.

### 18. Carol Hogan – MI Conference, National Organization for Women

Focused on three items: ending discrimination against women in prescription benefits for contraception by supporting SB 470 and 471, focusing on civil and criminal solutions to better protect women from domestic violence and opposing mandated joint physical custody, and ending economic discrimination against women by supporting pay equity legislation (HB 4497 and SB 124).

### 42. Mary Finch – Ingham County Women's Commission

Supported the establishment of more county women's commissions to ensure access to reproductive planning for women, particularly low-income women; to advocate for equal pay for women; and to encourage efforts to keep affirmative action programs in Michigan.

#### 46. Hilda Patricia Curran

Stated that the 1999 MI Women's Commission issued a report on part-time work, and the recommendations are still valid. Supported fringe benefits in proportion to the number of hours worked; equal pay rates with full-time workers; consistent work schedules with

overtime if worked beyond the regularly scheduled hours; eligibility to belong to a union; accrual of seniority and longevity; ability to move into full time jobs or from full time to part time with benefits proportional to the hours worked; and access to educational leave and employer-sponsored training.

### 60. Tina Jmit – written letter sent to the commission

Wrote to the commission to support more jobs that allow part-time work or flex-time employment and public education.

### GAY AND LESBIAN ISSUES

### 11. Jamie Marie Phillips – TransGender Michigan

Wanted to (1) include Gender Identity/Expression in the federal and state bills for non-discrimination in employment and housing, (2) have Gender Identity/Expression included in the hate crimes bill currently in the federal and state legislatures, and (3) in the state, Gender Identity/Expression should be included in the anti-bullying bills, HB 4957 and SB 92, now in committee.

### 13. Crystal Witt – Triangle Foundation

Wanted MWC to join Triangle Foundation, the leading organization that serves lesbian, gays, and transgender individuals, in opposing violence against women. There is violence, harassment and assault of lesbian and gays in Michigan. There were twice the number of incidents last year reported than the year before. Society has not been educated to prevent this harassment.

#### 16. Paula Merideth - Mautner Project

Described the Mautner Project, a national lesbian health organization. It is estimated between two to 10 percent of women in the U.S. are lesbian. Lesbians appear to be at two or more times the risk of developing breast cancer as straight women. There are barriers identified to quality health care for lesbians. The Mautner Project advocates for more research to be conducted by the National Institutes for Health on the specific risks for lesbians. Lesbians are at a disadvantage because they are not allowed to be married and do not benefit by being legally recognized as couples, thus preventing coverage under their partner's insurance plans.

#### 57. Rhonda Muscat – individual

Concerned about women's rights, especially lesbian rights. Women who are lesbians don't have the same right as other women to marry, and benefit from tax and other advantages. The marriage ban, higher taxes for unmarried individuals, and lack of health benefits for partners are all discriminatory. MWC should support rights for lesbians.

### HEALTH COVERAGE/ INSURANCE

#### 1. Kary Moss - ACLU of Michigan

Recommended that MWC convene a working group that draws upon the treasures we have at universities across the state to work on recommendations addressing these issues: pension availability and security, pay equity, SB 124 and HB 4487, access to affordable health care and child care, job training, portable benefits, living wage ordinances, allowing those on welfare to count post secondary education as part of their work requirements and nurturing our post-secondary educational system, as education is the only way to lift low-income women out of poverty.

#### 3. Deena Policchio - Alternatives for Girls

Described Alternatives for Girls, an agency in southwest Michigan that provides opportunities to girls and women with high risk situations to seek out positive alternatives, including a shelter, outreach programs and prevention programs. Issues of concern to women in Detroit include: lack of skill development programs supported by government and schools in Detroit, low self esteem and lack of positive self-education, lack of health care resources, especially reproductive and mental health services, adverse impact of welfare reform, lack of child care and a persistent generation, social and economic divide among women arguing for change.

#### 14. Barbara Hill - MI Women's Foundation

Stated that since its founding, MWF has awarded over three million dollars in grants to more than 350 community based organizations. Approximately 46 percent is awarded in the Metro Detroit area. The data from MWF show that while the needs for economic self sufficiency and asset acquisition remain, we need to consider placing a greater emphasis on health initiatives and health education to intervene in the cycle of obesity, as Michigan is ranked third in the country for this issue.

### 17. Sheryl Weir & Yolanda Hill – Eastside Village Health Worker Partnership & Health Environments Partnership

Stated that women in Detroit have higher levels of sickness and death than women nationally.

We could improve women's health by improving educational and employment opportunities for women, providing effective public supports for women and other community residents, strengthening and supporting women's social support networks and ensuring access to health promotion and health care services.

#### 50. Jackie Doig - Center for Civil Justice

Explained that the Center seeks to achieve systemic change to increase opportunities and better the lives of low income clients. They are concerned about assuring access to health care, and the critical role that a strong Medicaid program plays in protecting women's health.

#### 59. Lee Kwiatkowski - individual

Wrote to support "health care for Michigan women whether they have insurance or not."

### **SENIOR WOMEN:**

### 2. Fern Ettinger – National Council of Jewish Women

Supported priority goals in the following areas: well-being and status of women, such as comprehensive family planning; welfare of children and families, such as allowing TANF funds to be used to provide education; affirmative action, such as legislation supporting equal opportunity; care of elderly, such as affordable prescription drugs; gun control, such as gun safety legislation; and separation of religion and state, such as opposing legislation involving charitable choice and faith-based initiatives.

#### 51. Kate White - Elder Law of Michigan

Stated that Elder Law of Michigan is an organization that promotes and protects the rights of senior citizens. Concerned by the increased number of self-reported incidents of older women going without food to pay for medicine for chronic health conditions. Urged expansion of MI CAFÉ (Michigan Coordinates Access to Food for the Elderly) program to more counties in Michigan. Pilot programs have been very successful.

### SUBSTANCE ABUSE

### 8. Lydia Knight - Positive Images

Described Positive Images, a licensed substance abuse treatment program designed to address the special needs of women and their young children. They are looking for a few good people to join them in the fight against drugs. Volunteers are needed to become mentors, provide clothing and share their talents.

#### 23. Mary O'Connor - Overlook Resources

Described Miracle Manor, a Traverse City substance abuse treatment program for women that is dedicated to both the individual and their families, the children of addiction, based on Project Safe of Illinois. Current funding streams are fragmented, with different policies. The result is a lack of funding for Miracle Manor. They recommend working towards a "braided funding" plan with providers of substance abuse treatment funding, the Department of Community Health, and the Family Independence Agency.

#### 25. Christine Wolkens - Our Hope Association

Described Our Hope Association, which provides treatment programs for women with addictions to alcohol and drugs. First, there is not enough state funding. Second, there is a lack of transitional housing for women who are completing residential treatment. Third, there are not enough resources for treating women with severe mental health disorders and substance abuse issues.

### UNINTENDED PREGNANCIES:

### 2. Fern Ettinger – National Council of Jewish Women

Supported priority goals in the following areas: well-being and status of women, such as comprehensive family planning; welfare of children and families, such as allowing TANF funds to be used to provide education; affirmative action, such as legislation supporting equal opportunity; care of elderly, such as affordable prescription drugs; gun control, such as gun safety legislation; and separation of religion and state, such as opposing legislation involving charitable choice and faith-based initiatives.

### Carolynn Rowland – Healthy Start, Detroit Health Department

Recommends attention to the health and well-being of women, which is necessary to improve the quality of life in our communities. Addresses the following: (1) women of childbearing age must have access to comprehensive preventive health care, (2) families must have sufficient economic supports to meet basic needs and (3) community resources must match the level of community need.

### 18. Carol Hogan – MI Conference, National Organization for Women

Focused on three items: ending discrimination against women in prescription benefits for contraception by supporting SB 470 and 471, focusing on civil and criminal solutions to better protect women from domestic violence and opposing mandated joint physical custody, and ending economic discrimination against women by supporting pay equity legislation (HB 4497 and SB 124).

### 30. Betsy Zylstra – Salvation Army Booth Family Services

Described one of the programs offered, that provides outreach services, and a residential program for pregnant and parenting teens and their children who are homeless. The issues of housing stability, a nurturing support system and quality health care for the mom and baby are critical for this population. It is imperative that the mainstream structures and systems consider how to better cooperate and communicate so that young women and children are not left struggling and alone to find their way through the maze.

### 31. Kathy Humphrey – Planned Parenthood Centers of West Michigan

Stated that half of all pregnancies are unintended. About 20,000 Michigan teens get pregnant each year. By the age of 24, one in three people will contract a sexually transmitted infection, some of which can lead to serious health complications including infertility, cancer and even death. Planned Parenthood provides essential services to more than 25,000 women, men and teens every year in west Michigan. Urges the MWC to support expanding the family planning programs in the state

### 38.Julie Bonewell – Spectrum Health, Healthy Kent 2010, Healthy Mothers, Healthy Babies

Julie wasn't able to testify because of her time constraints, but she provided us with the report "Women's Health: The Foundation to Building Healthy Families and Communities."

### 40. Sarah Scranton – Planned Parenthood Affiliates of Michigan

Focused on five legislative priorities (1) increase funding for pregnancy prevention and family planning; (2) ensure all teens and families have access to medically accurate sex education; (3) require insurance companies to cover contraception in the same way other prescriptions are covered; (4) ensure access to and education about emergency contraception; and (5) access to safe legal abortions.

### 45. Judy Burgess – Oakland County National Organization for Women

Gave an example of possible discrimination against women. A woman requested assistance after being told that her pregnancy was not covered by her insurance, Fortis Insurance Company, since she hadn't notified them in advance of the pregnancy and paid for a rider. Judy is concerned there may be a pattern of such practices, and the MWC should be aware of possible discrimination.

### 52. Jody Jones, M.D. – Michigan Council for Maternal and Child Health

Concerned about infant mortality. Supported the following initiatives: passing contraceptive equity legislation; extending family planning coverage to women without insurance whose income is at or below 185% of poverty; providing comprehensive health education for women; maintaining current funding levels of health care for women in the Medicaid and Mi Child programs; expanding opportunities for maternal and infant support services; expanding infant mental health and parenting programs; aligning TANF policies with parenting roles; addressing reimbursement rates for high-risk OB care; enacting medical liability reform; funding public education programs about breastfeeding, smoking cessation, nutrition and exercise; and expanding Child Death and Fetal Infant Mortality Review programs.

### 56. Gwen Hoople – Michigan Federation of Business and Professional Women

Addressed the BPW platform issue, supporting freedom of choice for women. She urges the

Michigan Women's Commission to be an advocate for women. She recently became a U.S. citizen and urged us all to use our voices and votes to further women's causes.

### WOMEN IN PRISONS

#### 20. Dottie Clune - Nokomis Foundation

Described the New Voices initiative, which addresses issues of two marginalized groups; women and girls who have been exploited through prostitution, and incarcerated women. The Prostitution Round Table, a group of community leaders concerned about this issue, urges the MWC to use its resources to help educate the public about the issues that prostituted women and girls face, such as violence, addictions, poverty and homelessness. Recommendations include convening a statewide conference to build support and to help provide funding for programs that address the prostitution system.

#### 24. Jeannie Hosey - Nokomis Foundation

Spoke about the Nurturing a New Start project that strives to enhance opportunities for women incarcerated in the Kent County Correctional Facility. There are numerous barriers to creating equity in provision of services to women. Recommends that the MWC update the Unheard Voices study and include the recent and very promising work being done nationally on gender-responsive programming in prisons and jails; and work with the Department of Corrections, Office of Community Corrections and others to ensure equity of opportunity for women incarcerated in Michigan jails.

#### 49. Rev. Dr. Linda Hollies – Woman to Woman

Wanted support of programs for women who are being released from prison. She has designed a two-year curriculum for re-access to the community, which includes transitional housing.

### **OTHER ISSUES:**

### 2. Fern Ettinger – National Council of Jewish Women

Supported priority goals in the following areas: wellbeing and status of women, such as comprehensive family planning; welfare of children and families, such as allowing TANF funds to be used to provide education; affirmative action, such as legislation supporting equal opportunity; care of elderly, such as affordable prescription drugs; gun control, such as gun safety legislation; and separation of religion and state, such as opposing legislation involving charitable choice and faith-based initiatives.

### 21. John Arnold – Second Harvest Gleaners Food Bank of West Michigan

Stated that charity food providers statewide are reporting very significant increases in the numbers of people seeking food aid this summer, with no end to those massive increases in sight.

Urges organizations to use the resources already available to them more effectively. Noted that in the 1994-96 Waste Not Want Not Project, there are recommendations for agencies to follow to improve practices. Second Harvest will release a new handbook before Thanksgiving, "Food Programs that Can End Hunger in America."

### 22. Jeff Smith – GR Institute for Information Democracy

Emailed information that summarized the Institute's research on media & gender representation, which indicates that local news programming shows women only in stereotypical roles. They recommend the following actions:

- 1) Do regular research on local news. All our studies are archived at http:'www.griid.org/griidreports.shtml, such as the study we conducted on women in local news in 2001 http://www.griid.org/pdgs/woman-report.pdf Completed a video of what is referred to hypersexual content in films called "Hypersexual Imagery in Film: The Unintended Sex Ed."
- 2) Media training/Media Strategies work with women's advocacy groups to challenge media reporting, such as the Kent County Sexual Assault Prevention Action Team http://www.griid.org/instruct-sexualassault.shtml and the Prostitution Roundtable http://www.griid.org/instruct-prostitution.shtml.
- 3) Licensing Renewal the deadline for public input on radio station license renewal in Michigan just passed. Did a report for Grand Rapids. For a look at our community guide for licensing renewal go to http://www.griid.org/fcc\_license\_renewal.shtml.

Would love to work with the Commission on media reforms as they are essential to gender justice issues.

### 29. Sr. Maureen Geary – Housing Continuum of Care Grand Rapids Area

Described the HCOC, a subcommittee of the Kent County Emergency Needs Task Force, which serves as a point of focus for the providers of emergency shelter, transitional housing and permanent supportive housing in Kent County. Many of those in need of housing are women and women with children. Urged the MWC to join in the statewide efforts to end homelessness and providing housing first as a basic step toward first stability, thus increasing opportunity for women and other homeless people.

#### 33. M'Lynn Hartwell - Traverse for Women

Stated that she is building a women's network in NW Michigan, sending out email and making telephone calls to 250 women to gather information. She provided testimony on the invisibility of rural women, health care, women in business, day care, environment and safe food, waste management, public water supplies, mercury in the lakes, air quality, genetically modified organisms, high cost of factory farms, livable wages, and proposal 04-2 on the November ballot: all issues affecting women in NW Michigan.

### 42. Mary Finch – Ingham County Women's Commission

Supported the establishment of more county women's commissions to ensure access to reproductive planning for women, particularly low-income women; to advocate for equal pay for women; and to encourage efforts to keep affirmative action programs in Michigan.

#### 61. Unnamed - individual

Wrote to the commission to highlight the issue of social security and the unfair "10 year married" clause, that leads to poverty for many divorced older women.

#### 62. Mary Fernandez Garcia - individual

Wrote to the commission to say as long as the war in Iraq continues to drain our economy there is no future for our children.

#### 63. J.A. - individual

Wrote to the commission to highlight that banning pornography endangers women, as such a ban rejects the principle of "a woman's body, a woman's right."

### SPECIAL THUNKS

The Michigan Women's Commission extends a special recognition to outgoing members of the Commission. The dedication and hard work of these exceptional women have truly upheld the mission of the Commission to increase the quality of life for Michigan women.

The out going members of the Commission are:

Judi Clark - Rockwood

G. Kaye Grubba - Owosso

Judith Schwalbach - Escanaba

Karen Patricia Williams - East Lansing

Michigan Women's Commission 110 West Michigan, suite 800 Lansing, Michigan 48933 517-373-2884 Fax: 517-335-1649 www.michigan.gov/mdcr email: MDCR-WomensComm@michigan.gov

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The Michigan Women's Commission views itself as a partnership agency and, as such, relies greatly on the assistance and support of other partners. The following project partnerships deserve our appreciation:

• Office of Governor Jennifer M. Granholm • Office of Lieutenant Governor John Cherry • Members of the Michigan Legislature • Members of the U.S. Senate • Members of the U.S. Congress • Office of the Attorney General • Michigan Department of Civil Rights • Michigan Department of Civil Service • Michigan Department of Corrections • Michigan Department of Community Health • Office of Services to the Aging • Michigan Department of Education • Michigan Department of Information and Technology • Michigan Department of Labor and Economic Growth • Michigan Department of Management & Budget • Michigan Department of Natural Resources • Michigan Family Independence Agency • Michigan Department of State • Michigan State Police • Michigan Department of Transportation • Michigan Department of Treasury • Michigan Economic Development Corporation • Domestic Violence Prevention & Treatment Board • Nokomis Foundation • James A & Faith Knight Foundation and other organizations, individuals, and agencies too numerous to list.



From right to left: Commissioners Brenda Jones Quick, Gloria Woods (Vice Chair), Cheryl Sugerman, Emma Bell (Chair) Executive Director Judy Karandjeff, Commissioners Judy Rosenberg, Pat Hardy, Sally Shaheen Joseph, Denise Radtke at Detroit Public Hearing at Wayne County Community College, June 9, 2004.

### HIGHLIGHTS OF U.S. WOMEN'S HISTORY TIMELINE (CONT.)

- 1964 Title VII of Civil Rights Act is passed, prohibiting employment discrimination on the basis of sex, race, religion and national origin.
- 1965 Married couples in all states could obtain contraceptives legally.
- 1966 National Organization for Women is formed.
- 1967 President Lyndon Johnson expands Executive Order 11575 to provide affirmative action based on gender. Noreen Hillary of Grand Rapids and Kay Whitfield of Flint are the first women to be Michigan State Troopers.
- 1968 The Michigan Women's Commission is established by PA 1 of 1968, sponsored by Senator Lorraine Beebe.
- 1972 U.S. Equal Rights Amendment passed after re-introduction by U.S. Representative Martha Griffiths of Michigan "Equality of Rights under the law shall not be denied or abridged by the United States or by any state on account of sex."

Mary Stallings Coleman of Battle Creek is the first woman elected to the Michigan Supreme Court.

Title IX of the Education Codes of 1972 requires equal access to academic and athletic programs in education regardless of gender. Michigan was the 20th state to ratify the Equal Rights Amendment.

- 1973 The US Supreme Court legalizes abortion with certain restrictions, Roe v. Wade.
- 1976 Michigan enacted the Elliot-Larsen Civil Rights Act, that states "the opportunity to obtain employment, housing and other real estate, and the full and equal utilization of public accommodations, public service, and educational facilities without discrimination because of religion, race, color, national origin, age, sex, height, weight, familial status, or marital status is recognized and declared to be a civil right."
- 1978 Pregnancy Discrimination Act enacted to ban employment discrimination against pregnant women.

  Michigan enacted several aggressive statutes dealing with domestic violence.
- 1981 Sandra Day O'Connor becomes first woman justice of the U. S. Supreme Court.
- 1982 ERA failed by three states short of 38 states needed for ratification.

  Martha W. Griffiths of Romeo is the first woman elected to serve as Lieutenant Governor of Michigan.
- 1984 Congresswoman Geraldine Ferraro of New York is chosen as the vice-presidential candidate on the Democratic slate.
- 1987 The Michigan Women's Historical Center and Hall of Fame is opened in Lansing.
- 1993 Federal Family and Medical Leave Act enacted.
- 1994 Passage of federal Violence Against Women Act.

  Candice Miller of Macomb County is the first woman elected as Michigan Secretary of State.
- 1998 Record number of women elected to the Michigan House of Representatives, 31 out of 100 members.

  Jennifer M. Granholm elected as first women Attorney General of Michigan.
- **2000** Debbie Stabenow elected as first Michigan woman to serve as US Senator.
- **2002** Record number of women elected to the Michigan Senate, 11 out of 38 members.

  Jennifer M. Granholm elected as first women Governor of Michigan.

This timeline is based on the extensive timeline developed by the Michigan Women's Hall of Fame, found at http://www.h-net.org/~michigan/timeline/miwchron. html; Women's rights movement time line, www.factmonster.com/spot/womenstimeline1.html; Information at www.gendergap.com/states/michigan; Timeline of women's legal history in the United States, http://members.aol.com/aacdrcnnea/lawtime.html.

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